

# HINDUSTAN ZINC

## Human Rights Policy

### Purpose

Hindustan Zinc Limited is committed to the principles of sustainable development including protecting human life, health, and environment, provisioning of employment and business partner opportunities; promoting social well-being and adding value to the communities, near to the areas where we operate.

Protecting and respecting human dignity is central to our everyday business operations. We conduct our businesses in a fair and equitable manner, meeting our social responsibilities as a direct and indirect employer. We are committed to respecting the human rights of all our stakeholders including employees, contractor workforce, business partners, suppliers and communities including of socially vulnerable groups such as indigenous people; women; national or ethnic, religious, and linguistic minorities; children; LGBTQ people, people with disabilities.

This policy is forward looking and is aligned with United Nations Declaration on Human Rights, UN Guiding Principles of Business and Human Rights (the "Ruggie Principles"), Universal Declaration of Human Rights (UDHR), and ILO.

The policy sets a vision for businesses across the Hindustan Zinc Limited.

### Scope

This policy is applicable to all Hindustan Zinc Limited business units, including subsidiaries, joint ventures, and acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. This policy is also applicable to all Hindustan Zinc Limited employees, contractor employees, business partners, suppliers, and others with whom Hindustan Zinc does business.

In addition, this policy is applicable throughout the operational lifecycle of the projects and mines, covering stages from exploration and planning to evaluation, operation, and closure.

### Objectives of the Human Rights Policy

#### Hindustan Zinc will strive to:

- ❖ Be compliant with national regulatory requirements regarding human rights, labor practices and in all jurisdictions in which we operate.
- ❖ Develop systems to identify, manage, and mitigate risks and adverse impacts on direct and indirect workforce, communities, and environment.
- ❖ Avoid complicity with parties violating principles such as United Nations Declaration on Human Rights, UN Guiding Principles of Business and Human Rights (the "Ruggie Principles"), Universal Declaration of Human Rights (UDHR), and ILO.
- ❖ Promote a culture of respect by raising awareness on human rights, amongst employees, communities, business partners and relevant stakeholders.
- ❖ Assess risks against the policy expectations, across the company operations and the supply chain and reporting performance to ensure transparency.
- ❖ Set targets and objectives to avoid, reduce or mitigate human rights and labor related impacts on people and planet.
- ❖ Review the performance against the policy on a periodic basis as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- ❖ Actively encourage value chain partners and suppliers to align with this policy and manage human rights impacts.
- ❖ Ensure a fair and effective grievance mechanism accessible to all stakeholders.

### Our commitment towards employees and contractual workers

- ❖ Have zero tolerance for any form of forced, compulsory or child labor, as well as human trafficked labor working at Hindustan Zinc managed and operated businesses or within business relationships across the supply chain.
- ❖ Promote fair, safe, and healthy working conditions as guided by the ILO Declaration on Fundamental Principles and Rights to Work.

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- ❖ Recognize and respect employee rights to associate freely and to collective bargaining.
- ❖ Be an equal opportunity employer and ensure that all our employees are provided sufficient leaves and working hours do not exceed beyond the regulatory requirements.
- ❖ Ensure that all employees and contractor workforce are fairly and equitably paid, the remuneration structure is compliant with statutory obligations of the jurisdiction in which we operate.
- ❖ Strive to improve workforce representation by making it more inclusive and reflecting gender and culture-informed approaches.
- ❖ Hire competent employees, with preference to local employment as far as possible.
- ❖ Ensure relevant and appropriate training opportunities are made available for the employees and the contractor workforce for a continuous professional development.
- ❖ Ensure non-discrimination and treat all employees with respect and dignity and judge solely on their performance irrespective of their race, religion, caste, nationality, ethnicity, gender, age, disability, sexual orientation, HIV/AIDS status, and any other characteristic.
- ❖ Accelerate equality for all and to create an inclusive, accessible workplace that supports persons with disabilities (PwD).
- ❖ Do no harm to life and ensure physical and psychological safety, freedom, and well-being of our employees, communities, and other relevant stakeholders.
- ❖ Respect individuals' privacy and complying with applicable laws on collection, storage, use, retention, transfer, and deletion of personal information.

### Our commitment towards local communities

- ❖ Avoid or minimize risks to and impacts on the health and safety of the local community during the project life cycle from both routine and non-routine circumstances.
- ❖ Respect and preserve the cultural lifestyle and heritage of the local communities.
- ❖ Work to obtain the free, prior, informed consent (FPIC) of IP / VTGs when projects are located on traditional or customary lands.
- ❖ Engage with the local community to understand their priorities and concerns and informing them of operations that might affect them in an accurate, transparent, culturally appropriate, and timely manner
- ❖ Avoid and minimize physical and economic displacement of people as much as possible by adopting appropriate practices.

### Responsibility & Review

This policy is part of the Vedanta Sustainability Framework, and each Hindustan Zinc Limited business unit shall implement this policy. Our CEO will be accountable for controlling and setting the policy, and the Executive Committee are responsible for the full implementation of the policy and associated standards. The Board ESG committee will review this policy annually and recommend appropriate revisions to the Board as may deem necessary.

*Relevant Policies: CSR Policy, Anti-harassment & Discrimination Policy, Diversity & Inclusion Policy, Code of Conduct, Supplier Code of Conduct, Health & Safety Policy.*

**Date: 1<sup>st</sup> September, 2023**

*Arun Misra*

**Arun Misra**

CEO & Whole Time Director, HZL

